

Hera's commitment for the respect of Human rights

The Hera Group, in line with the Mission's objectives, the policy for social responsibility and the values contained in the Code of Ethics, carries out its activities in compliance with national and international human rights standards and the principles contained in the UN Global Compact (of which the Group is a signatory), in the United Nations Universal Declaration of Human Rights, in the fundamental Conventions of the International Labor Organization (ILO) and in the OECD guidelines for multinational companies.

This commitment is also expressed in obtaining the SA8000 certification, the international reference standard for the protection of human rights and the right to decent work, by Group subsidiaries and in the inclusion of respect for human rights in the process of selecting providers.

Guidelines

Child labour

In relation to the refusal of the use of child labor in the production cycle, Hera hires employees over the age of 18. The use of staff employee under the age of 18 is not excluded if brought back within highly formative projects carried out in full compliance with the laws in force. Hera undertakes to adopt remedial programs in the event of minors at work, in contravention of national law.

The macro objectives with respect to the topic are:

- To hinder any form of exploitation towards working children, progressively pursuing remedial plans towards suppliers that do not comply with the requirement
- Support local awareness initiatives against child labor (e.g. initiatives against early school leaving)
- Do not expose younger workers to harmful or dangerous situations
- Support the importance of work as a way of personal growth and development within a guided school-work path

Forced or compulsory labour

In relation to the refusal of the use of forced labor, Hera does not force employees to work against their will, with the use of threats or punishments.

The macro objectives with respect to the topic are:

- Progressively hinder the adoption of personnel management practices within the supply chain that do not respect the voluntary nature of workers

Health and safety

In relation to the right to safety and health at work, every employee has the right to operate in a healthy and safe working environment. Hera undertakes to constantly evaluate and manage the health and safety risks that can show up at the workplace, with the aim of minimizing them. For this purpose, it is equipped with an OHSAS 18001 management system.

The macro objectives with respect to the topic are:

- Develop and consolidate the culture of safety within the company, by spreading issues of prevention and awareness of risks and responsible behaviours
- Integrate the management of the SA8000 requirement into the health and safety management system

- Define specific objectives, improvement programs and training activities aimed at minimizing accidents and occupational diseases
- Monitor the psycho-physical well-being of workers
- Be accountable for health and safety at work when carrying out company activities
- Promote a healthy lifestyle

Freedom of association and the right to collective bargaining

In relation to compliance with the right to trade union freedom, Hera respects the right to free association in accordance with the provisions of national collective bargaining. The decision to join an organization is free and does not involve negative consequences for staff, nor repercussions by the company.

The macro objectives with respect to the topic are:

- Respect the right of every employee to form and join unions
- Building a climate of constructive collaboration in order to minimize conflict
- Promote the development of industrial relations within Hera

Discrimination

Any form of discrimination that affects the right of equal opportunity is prohibited. This right is guaranteed and respected in particular during the hiring phase, remuneration, training, promotion, dismissal.

The macro objectives with respect to the topic are:

- Promote the culture of equal opportunities and equality at work, avoiding, in compliance with current legislation, any form of discrimination, whether it refers to physical condition, disability, political opinions, nationality, religion, sex, sexual orientation and gender identity, or any other condition that may give rise to discrimination
- Develop personnel management and development models that guarantee inclusiveness and enhancement based on merit
- Safeguard employees from sexual harassment, acts of psychological violence and from any discriminatory or harmful attitude to the person
- Develop work-life balance practices, with attention to cases of particular relevance (such as, for example, returning from long absences and care needs)
- Enhance skills, potential and commitment, using clear and homogeneous meritocratic evaluation criteria
- Enhance the diversity present in the company
- Promote the updating and professional development of its employees through the development of an annual training plan.

Disciplinary practices

Hera implements the disciplinary procedures defined in national laws and in the collective bargaining agreement. Staff are entitled to obtain fair, rigorous and never harmful to one's dignity treatment.

The macro objectives with respect to the topic are:

- Ensure compliance with the rules in the application of disciplinary practices, always taking an attitude based on the principle of impartiality and respect for personal dignity
- Building a work environment based on information and on staff involvement (e.g. clear definition of rules and roles, climate analysis, professional development, evaluation and feedback) in order to minimize the number of disputes.

Working hours

In relation to the right of a working time that respects the reference collective agreements, the recourse to overtime is allowed in compliance with the provisions of the national collective contracts applied and in the supplementary Group agreement.

The macro objectives with respect to the topic are:

HERA S.p.A.

Holding Energia Risorse Ambiente

Viale Carlo Bertè Pichat 2/4 40127 Bologna
tel. 051.287.111 fax 051.287.525

www.gruppohera.it

- Ensure the respect of working hours and shifts, overtime, etc., in accordance with the provisions of the law and collective bargaining
- Promote the commitment to constant control of the use of overtime, limiting it as far as possible to the needs related to the continuity and safety of services
- Promote practices that guarantee the effective use of time spent in the company.

Remuneration

In relation to the right to a decent remuneration, proportionate to the quantity and quality of their work and in any case sufficient to insure themselves and their families a dignified existence, the macro objectives are:

- Develop and implement economic treatment policies in line with national collective bargaining, avoiding discriminatory practices
- Develop and implement economic incentive policies in compliance with the principles of adequate role fulfilment, enhancement and recognition of merit
- Limit the use of non-permanent employment contracts, within the framework provided for by national laws and collective bargaining agreements, to cases of need such as peaks of work, limited activities over time and replacement of staff absent, without prejudice to the cases provided for by law.

Management system – Due diligence process

In the context of the SA8000 certification, a management system has been set up which:

- performs a risk mapping in the various activities and on the different stakeholders
- identifies what violation of human rights could occur in the activities managed, in the supplier chain and in business partners
- defines and updates the corporate social responsibility policy and related objectives annually, applies the relevant national and international requirements and standards
- clearly defines the roles, authorities and responsibilities of its staff
- periodically reviews the effectiveness of the management system and makes corrective actions if necessary
- provides adequate training for staff
- guarantees the continuous monitoring of the processes also through inspections
- assesses that the supplier selection model takes into consideration the respect for human rights
- implements, when non-compliance occurs, all the corrective actions necessary to eliminate them and evaluate their effectiveness

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